

# PAYROLL — FROM TRANSACTION TO TRANSFORMATION

## Payroll is more than just paying employees.

It creates deeper connections between employees and employers, but at the same time can act as a key function in transformation while protecting your business, data and people — delivering strategic insights for smarter decisions.

But like any transformation, it starts with identifying and understanding where you are right now.

There is a roadmap, used by world-class companies, you can use to position your progress on your payroll journey.



***"Payroll must deliver, be secure, and compliant. If treated as a hygiene factor, it will come back to bite you."***

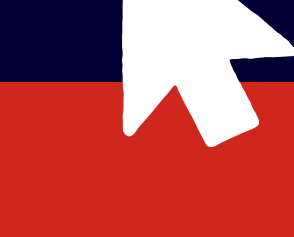
**Nico Orie**, Coca-Cola Europacific Partners

## Evolve your payroll operations

Get a better understanding of the domains organisations like yours have invested in to enhance their payroll process.

## The guide to Good Payroll

Find out how far along your organisation is on its payroll transformation journey.



# THE 8 DOMAINS VITAL FOR PAYROLL TRANSFORMATION

## 1 GOVERNANCE AND ORGANISATION

### From complexity to control

Structured payroll helps ensure compliance, cost tracking and error reduction.

#### Good payroll is...

- Reinforcing a culture of compliance and improvement
- Facilitating advanced analytics
- Easily adapting to change

***"Defining data governance early is key."***

**Global Payroll Transformation Lead**, Worley

## 2 PAYROLL PROCESS

### From errors to engagement

Considered end-to-end, it encompasses everything from time tracking to payment statements. At its core it's about employee experience.

#### Good payroll is...

- Automating manual processes
- An intuitive, proactive system
- Optimised practices

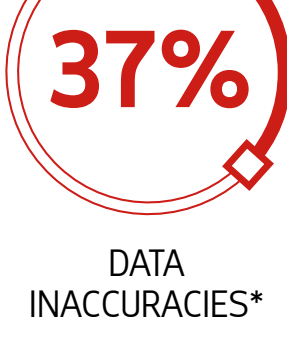
***"ADP helps us simplify, digitalise and personalise payroll."***

**Sunita Cherian**, Wipro

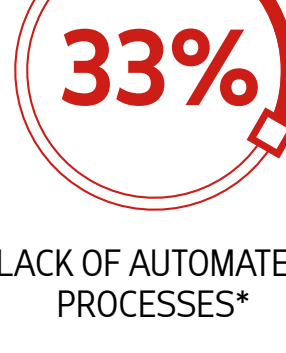
## Most common causes of payroll mistakes:



TIME ENTRY ERRORS\*



DATA INACCURACIES\*



LACK OF AUTOMATED PROCESSES\*

## 3 PAYROLL MONITORING

### From detection to delivery

Track which areas of your payroll are working well, and which ones you should focus on.

#### Good payroll is...

- An overview of advanced monitoring systems
- Predictive analytics
- A clear view of regional and global data

***"Payroll should provide proactive insights."***

**Jennifer Collins**, Microsoft

## 4 PEOPLE AND TRAINING

### From education to insight

Attracting skilled payroll professionals is hard. Retaining them is essential.

#### Good payroll is...

- Providing continuous learning and training programmes
- Expert-level payroll staff
- A strong culture of knowledge-sharing

***"ADP offers face-to-face training, which is invaluable."***

**Global Payroll Lead**, PayPal



**24%**

OF BUSINESSES CLAIM THEY HAVE DIFFICULTY ATTRACTING AND RETAINING PAYROLL TALENT

## 5 TIME AND ATTENDANCE

### From tracking to transparency

Keeping track of time, leave and absences is fundamental to good payroll.

#### Good payroll is...

- Dynamic dashboards, self-service analytics and benchmarks
- A 360° view of your payroll stored in a unified database
- Scenario-based forecasting

***"We've been able to streamline all employees' payments, including field hourly employees, while delivering valuable analytics to managers."***

**Bryan Waddle**, Weatherford International

## 6 IT AND AUTOMATION

### From automation to innovation

To adapt to the mounting workloads, payroll teams must look to innovation.

#### Good payroll is...

- Seamless systems integration
- Continuous updates, maintenance and improvements
- A fully integrated payroll ecosystem

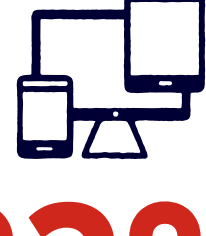
***"By going paperless, we save 99,000 hours a year."***

**Penny Cavener**, Celestica



**52%**

OF COMPANIES DISCOVER PAYROLL ERRORS FROM EMPLOYEE COMPLAINTS



**32%**

OF BUSINESSES BELIEVE ADOPTING AI IS KEY FOR PAYROLL TRANSFORMATION

## 7 LEGAL AND STATUTORY COMPLIANCE

### From compliance to clarity

The rules governing payroll are constantly changing. With regular audits and updates your business can stay ahead of the curve.

#### Good payroll is...

- A comprehensive auditing framework
- A dedicated audit team
- Proactive risk management and assessment

***"ADP ensures we stay ahead of legislation changes."***

**Graham Pugh**, AO World

## 8 PAYROLL SECURITY

### From uncertainty to assurance

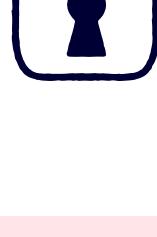
Businesses must establish security best practices to protect their payroll and their employee data.

#### Good payroll is...

- Advanced security controls
- The highest standards of data protection
- Exemplary breach prevention and response measures

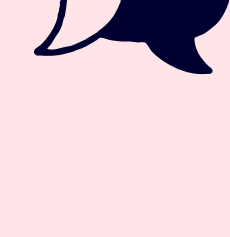
***"Payroll security is a top priority, and ADP takes it seriously."***

**Lisa Rosenblatt**, Commvault



**93%**

OF BUSINESSES SAY THAT DATA SECURITY IS 'CRITICALLY IMPORTANT' TO THEIR PAYROLL STRATEGY



***"If there was one tip I would give someone else about transformation, it's to have clarity up-front. That's why it was a really good decision to move to ADP."***

**Mark Gill**, Wolt

## Evolve your payroll operations today

**The guide to Good Payroll**



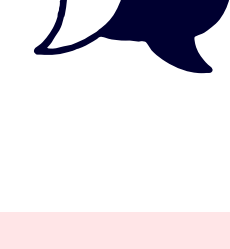
# PAYROLL — FROM TRANSACTION TO TRANSFORMATION

## Payroll is more than just paying employees.

It creates deeper connections between employees and employers, but at the same time can act as a key function in transformation while protecting your business, data and people — delivering strategic insights for smarter decisions.

But like any transformation, it starts with identifying and understanding where you are right now.

There is a roadmap, used by world-class companies, you can use to position your progress on your payroll journey.



***"Payroll must deliver, be secure, and compliant. If treated as a hygiene factor, it will come back to bite you."***

**Nico Orie**, Coca-Cola Europacific Partners

### Evolve your payroll operations

Get a better understanding of the domains organisations like yours have invested in to enhance their payroll process.

### The guide to Good Payroll

Find out how far along your organisation is on its payroll transformation journey.



## THE 8 DOMAINS VITAL FOR PAYROLL TRANSFORMATION

### 1 GOVERNANCE AND ORGANISATION

#### From complexity to control

Structured payroll helps ensure compliance, cost tracking and error reduction.

#### Good payroll is...

- Reinforcing a culture of compliance and improvement
- Facilitating advanced analytics
- Easily adapting to change

***"Defining data governance early is key."***

**Global Payroll Transformation Lead**, Worley

### 2 PAYROLL PROCESS

#### From errors to engagement

Considered end-to-end, it encompasses everything from time tracking to payment statements. At its core it's about employee experience.

#### Good payroll is...

- Automating manual processes
- An intuitive, proactive system
- Optimised practices

***"ADP helps us simplify, digitalise and personalise payroll."***

**Sunita Cherian**, Wipro

### Most common causes of payroll mistakes:



TIME ENTRY ERRORS\*



DATA INACCURACIES\*



LACK OF AUTOMATED PROCESSES\*

### 3 PAYROLL MONITORING

#### From detection to delivery

Track which areas of your payroll are working well, and which ones you should focus on.

#### Good payroll is...

- An overview of advanced monitoring systems
- Predictive analytics
- A clear view of regional and global data

***"Payroll should provide proactive insights."***

**Jennifer Collins**, Microsoft

### 4 PEOPLE AND TRAINING

#### From education to insight

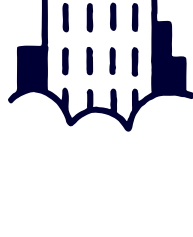
Attracting skilled payroll professionals is hard. Retaining them is essential.

#### Good payroll is...

- Providing continuous learning and training programmes
- Expert-level payroll staff
- A strong culture of knowledge-sharing

***"ADP offers face-to-face training, which is invaluable."***

**Global Payroll Lead**, PayPal



**24%**

OF BUSINESSES CLAIM THEY HAVE DIFFICULTY ATTRACTING AND RETAINING PAYROLL TALENT

### 5 TIME AND ATTENDANCE

#### From tracking to transparency

Keeping track of time, leave and absences is fundamental to good payroll.

#### Good payroll is...

- Dynamic dashboards, self-service analytics and benchmarks
- A 360° view of your payroll stored in a unified database
- Scenario-based forecasting

***"We've been able to streamline all employees' payments, including field hourly employees, while delivering valuable analytics to managers."***

**Bryan Waddle**, Weatherford International

### 6 IT AND AUTOMATION

#### From automation to innovation

To adapt to the mounting workloads, payroll teams must look to innovation.

#### Good payroll is...

- Seamless systems integration
- Continuous updates, maintenance and improvements
- A fully integrated payroll ecosystem

***"By going paperless, we save 99,000 hours a year."***

**Penny Cavener**, Celestica



**52%**

OF COMPANIES DISCOVER PAYROLL ERRORS FROM EMPLOYEE COMPLAINTS



**32%**

OF BUSINESSES BELIEVE ADOPTING AI IS KEY FOR PAYROLL TRANSFORMATION

### 7 LEGAL AND STATUTORY COMPLIANCE

#### From compliance to clarity

The rules governing payroll are constantly changing. With regular audits and updates your business can stay ahead of the curve.

#### Good payroll is...

- A comprehensive auditing framework
- A dedicated audit team
- Proactive risk management and assessment

***"ADP ensures we stay ahead of legislation changes."***

**Graham Pugh**, AO World

### 8 PAYROLL SECURITY

#### From uncertainty to assurance

Businesses must establish security best practices to protect their payroll and their employee data.

#### Good payroll is...

- Advanced security controls
- The highest standards of data protection
- Exemplary breach prevention and response measures

***"Payroll security is a top priority, and ADP takes it seriously."***

**Lisa Rosenblatt**, Commvault



**93%**

OF BUSINESSES SAY THAT DATA SECURITY IS 'CRITICALLY IMPORTANT' TO THEIR PAYROLL STRATEGY



***"If there was one tip I would give someone else about transformation, it's to have clarity up-front. That's why it was a really good decision to move to ADP."***

**Mark Gill**, Wolt

### Evolve your payroll operations today

#### The guide to Good Payroll

